

INTELLIGENCE COMMUNITY STAFF

17 July 1989

NOTE FOR: SSG Members

FROM:

Planning and Policy Office

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SUBJECT: Transmittal of NAPA Action Plan

Attached for your review is a draft of the DCI letter conveying the Action Plan to the Oversight Committees. Please call me with your comments ASAP so that we can obtain the DCI's signature in a timely fashion. Thanks!

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As Stated

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DRAFT

The Honorable David L. Boren
Chairman
Select Committee on Intelligence
United States Senate
Washington D.C. 20510

Dear Mr. Chairman:

I am writing to forward additional information on the Intelligence Community's plans to implement the National Academy of Public Administration's (NAPA) report on civilian personnel systems. In a letter to you in April, I promised to provide such information following a detailed Community review of the NAPA report and its recommendations. That review has now been completed and is excerpted in Attachment A. Based on the review, the Community has developed an initial Action Plan (Attachment B) that covers the personnel initiatives it will investigate further. The Community Personnel Coordination Committee (CPCC)--established as a result of the NAPA report and composed of personnel directors of key agencies--concurs with the Plan.

The Action Plan focuses primarily on NAPA's recommendations, but a number of related issues have been added. Initiatives are identified as short-, medium-, or long-term, and are also flagged to indicate if new legislative authority is needed. With a few exceptions, the initiatives apply to the Community as a whole. Some--such as flexible pay for critically skilled employees--parallel trends and policies currently being studied by the Office of Personnel Management for application throughout the Federal Government.

As I noted in my April letter, the Community is using a set of interagency working groups to address NAPA's recommendations and ensure that personnel initiatives are thoroughly aired. Those groups are now developing detailed plans and proposals for each of the short-term initiatives identified in the Action Plan. I will monitor their progress through the CPCC. If you wish, we would be pleased to brief the Committee or staff, as you deem appropriate, on the Action Plan or any of the initiatives it treats. My point of contact for such briefings, and any additional questions on the report, is Mr. Richard A. Krueger at the Intelligence Community Staff (telephone: 376-5544).

I appreciate the interest and support the Oversight Committees have shown in implementing the NAPA report to ensure that we continue to recruit and retain the best men and women for the Intelligence Community. I look forward to working closely with you to assure that our personnel management systems are equitable and consistent, and provide the tools necessary to address our personnel requirements. I am sending a copy of this letter to the Vice Chairman of the Committee, as well as to the Chairman and Ranking Minority Member of the House Permanent Select Committee on Intelligence.

Sincerely,

William H. Webster

Attachments:
As stated